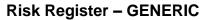




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|--------------|---------------------------------------|--|--|------------|--------------|-------------|------------|---|---|--|-----------|----------------------------------|------------|--------------|---------------------------|
| 4212 | Driving vehicles inside the forest | Head on crash with another vehicle, banks, poor road conditions, weather, poor visibility, untrained drivers, poorly maintained vehicle, not engaging 4WD when its required, natural hazards, speeding, fatigue, distraction, river crossings, livestock, not wearing seatbelts. | Fatalities, serious injuries, vehicle damage | В | 5 | E | | Defensive driver training module 4WD/off road driver training Licensed Drivers Drive to the conditions Use RT to call in locations Stop to change RT channels Adhere to road signs and speed limits Engage 4WD where required Well maintained and equipped vehicles Lights must be on Seat belt must be worn Pan Pac Forest Operations Handbook/Critical rules Forests Fatigue Management Procedure (FOR-GUI-HSO1) Install maps or navigators in vehicles Parking on side of road out of line of other vehicles/trucks Maintain appropriate following distances between vehicles Take regular breaks Mobile phones – switch off or engage hands free | All staff As required All times As required As required All times As required All times All times All times All times As required All times As required As required As required All times As required All times All times All times As required All times All times All times | Management Workers & Contractors Management Management Workers & Contractors Workers Workers Workers | x | E, A | С | 5 | Н |
| 5212 | Driving vehicles outside the forest | Head on crash with another vehicle, poor road conditions, weather, poor visibility, untrained drivers, poorly maintained vehicle, not engaging 4WD when its required, natural hazards, speeding, fatigue, distractions, livestock on road, not wearing seatbelts. | Fatalities, serious injuries, vehicle damage | В | 5 | E | | Licenced driver Drive to the conditions Adhere to road rules, signs, and speed limits Lights should be on Forests Fatigue Management Procedure (FOR-GUI-HSO1) Seat belt must be worn Well maintained and equipped vehicles Defensive driver training module Electronic truck warning sign Stop to change RT channel Know your location and where you're going Maintain appropriate following distances between vehicles Take regular breaks Mobile phones – switch off or engage hands free | All times All times All times All times As required All times As required All times As required All times All times All times All times All times All times | Workers & Contractors Management Workers & Contractors | x | Е, А | С | 5 | Н |





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|--------------|--|---|--|------------|--------------|---------------------------|---|---|---|-----------|----------------------------------|------------|--------------|---------------------------|
| 5215 | Environs (hazards) in forests | Steep terrain, bluffs, cliffs, tomos, undergrowth, stinging nettle, slips, trips, falls | Serious injuries, fractures, sprains and strains, bruises, grazes, stings, scratches | В | 3 | Н | PPE as ACOP and Pan Pac Operations Manual GIS maps Eyes on path STOP (Stop, Think, Reorganise, proceed only if safe to do so otherwise contact your Manager) Maintain fluid and food intake Take regular breaks | All times All times All times As required As required | Workers Pan Pac Workers Workers Workers Workers | X | A, PPE | С | 2 | M |
| 5239 | Fires - Forests | Forest fire | Fatalities, burns, smoke inhalation to workers or public, third-party property damage, isolation | В | 5 | E | Refer to actions in Pan Pac Fire Code Trained personnel to respond to fire (NZQA US 3285) Refer to District Fire Plan Firefighting equipment PPE as per rural fire code Park vehicles facing outwards Maintain communication | All times All times | Pan Pac Pan Pac/ Contractor Rural fire Pan Pac Workers Workers All persons | Х | A, PPE | D | 3 | M |
| 5290 | Loading/unloading trucks and trailers with logs Moved from Harvesting Risk Register | Machine failure, lifting chain failure, person hit by machine, trailer, or log, working alone, restricted visibility, manual handling — throwing chains, other persons and machinery in vicinity of loading area, trips, slips, falls, poor or no communications between workers, high stacks | Fatalities, crushing injuries, sprains, strains, cuts, lacerations, foreign body in eyes, amputations, fractures, dislocations | В | 5 | E | Establish communication between truck driver and loader operator Pan Pac inducted log cartage drivers Qualified loader operator or under appropriate supervision PPE as per ACOP Forest Operations Designated loading zone Certified lifting chains Machine maintained as per manufacturer specifications Levelled and free from obstructions loading zone Maintain documented load limit Loading logs as per ACOP Forest Operations 16.5 Monitoring as per Survey123 SBO Truck Loading | On arrival All times All times All times All times All times Annually All times As required | Contractors Contractor Contractor All persons Contractor | x | A,E, PPE | D | 2 | L |





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|--------------|--------------------------------------|---|--|------------|--------------|---------------------------|---|--|--|-----------|----------------------------------|------------|--------------|---------------------------|
| 5220 | Operating quad bikes/LUV's | Tip over, roll over, untrained operator, loss of control of quad bike/LUV, uneven surfaces, mechanical failure, collision with other objects, slopes, slippery surfaces | Fatalities, serious injuries, person trapped underneath quad bike or LUV | С | 5 | H | Trained operators must hold NZQA unit standards. Motor bike helmet/safety helmet worn. EPIRB and first aid kit if working alone. Preoperational inspection – specifically tyre pressure. Assess and confirm that the terrain that the quad bike/LUV is to be driven on is suitable Confirm that you have advised a work colleague of your proposed route and duration if working alone. Walk the route if there are any doubts or find an alternative route or do not use and source a more suitable vehicle. Ride on designated tracks where possible Drive to appropriate speed for the terrain that provides the best visibility of any potential hazards or obstacles. Keep both hands-on handlebars and both feet on the foot pedals while operating. Trailer to be secured with the Ute park brake applied on flat area when loading and unloading quad bike/LUV – use trailer ramps. Never exceed the maximum safe working load of quad bike/LUV. When operating on a slope, the quad bike/LUV must not carry any equipment. Wear seat belt where fitted. Ensure that any loads are properly secured, and the weight is distributed evenly. Reduce your speed depending on the weight being transported and the terrain being driven on. | All times All times All times Before use Before use Before use All times Before use All times All times All times All times Loading/ unloading from trailer All times Before use All times | Management Operator | X | A, PPE | ٥ | 5 | M |





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|--------------|---------------------------------------|---|--|------------|--------------|---------------------------|---|--|---|-----------|----------------------------------|------------|--------------|---------------------------|
| 5216 | Unauthorised access - Forests | Unauthorised access, poachers, firearms, aggressive members of the public, drug growing, vandalism or theft of plant and equipment, lighting unauthorised fires, visitors, recreational users | Assault, shot, fatalities, serious injuries to workers or public, damage to plant and property | D | 4 | М | Signage Locked gates, plant, and vehicles Entry permit system (own & iwi) Trespass notices Woodlot risk management process with landowner Avoid confrontation where possible, call the police if required Letter drops and public consultation Visitor inductions Pan Pac Visitor SOP/Risk assessment sheet Induction Contract conditions with owners – permitted activity outside of operational hours (including extended hours) Random Security Patrols – as required | All times Prior entry | Pan Pac Contractors Pan Pac | X | I, A | D | 5 | М |
| 5218 | Adverse weather - Forests | Adverse weather events e.g. storms, wind, snow, earthquakes, floods, volcanic eruption, tsunami, lightning | Hypothermia, drowning, crushing injuries, respiratory illness, sunstroke | С | 3 | н | Pan Pac Adverse Weather Procedure (FOR-PRO-HS13) Stop work if it unsafe and leave the forest PPE as per ACOP and Pan Pac Operations Manual Emergency response procedure Sunscreen applied | All times All times TBD | Pan Pac Workers Workers Pan Pac | X | A, PPE | D | 3 | М |
| 5221 | Operations – Alcohol & other drugs | Workers under the influence of drugs and alcohol | Fatalities, serious injuries, addiction | С | 5 | Н | Pan Pac Alcohol and other drugs (testing programme) No person to be under the influence of drugs or alcohol Staff education sessions Report any suspicious behaviour suggesting a person may be impaired | All times | Pan Pac All persons Pan Pac All persons | Х | А | D | 5 | M |



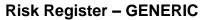


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|--------------|--------------------------------------|---|--|------------|--------------|---------------------------|---|---|--|-----------|----------------------------------|------------|--------------|---------------------------|
| 5222 | Operations – Stress and fatigue | Workers suffering from stress and fatigue | Injuries and illness | В | 3 | Н | Pan Pac Fatigue Management Procedure (FOR-GUI-HS01) Employee assistance programme Maintain fluid and food intake Good sleep patterns Take planned breaks and leave (e-log books for drivers) Plan and prioritise workload Seek assistance if required Participate in applicable Pan Pac Wellness Programme | All times | Pan Pac Pan Pac Workers Workers Workers Workers Workers Workers | х | A | D | 1 | L |
| 5223 | Animals, insects | Animals, insect bites | Bites, allergies, stings, puncture wounds, infections, swelling, illnesses, crushing injuries, vehicle damage | С | 3 | Н | Known allergies to be advised to Manager and carry medication Don't go near aggressive animals or insects Communicate relocation of stock from paddock | As required All times As required | Workers Pan Pac/ Workers | Х | A | D | 2 | L |
| 5224 | Working in external environments | Sun, UV rays, dust, frost, ice, rain, wind, pollen | Heat stress, heat stroke, hypothermia, hyperthermia, dehydration, respiratory infections, melanoma, sun burn, eye injuries | AA | 3 | Н | Sun block provided and must be applied Maintain fluid and food intake PPE as per ACOP and Pan Pac Forest Operations Manual Appropriate clothes for conditions First aid supplies Known allergies to be advised to Manager and carry medication | As required All times All times All times As required | Workers Workers Workers Workers Pan Pac | X | A, PPE | D | 1 | L |
| 5225 | Operating chainsaws | Incorrect technique, kick back, untrained operators, poorly maintained chainsaw, noise, flying debris, rotating parts, vibration | Cuts, lacerations, amputations, hearing loss, eye injures | В | 4 | Н | Trained operator (NZQA unit standard 6916, 6917, 23411) PPE as per ACOP and Pan Pac Operations Manual Maintain chainsaw as per manufacturers specifications Carry first aid kit Chain break to be engaged when idling and moving around work site. | All times | Pan Pac/ Contractor Workers | X | A, PPE | D | 2 | L |





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|--------------|---|---|---|------------|--------------|---------------------------|---|---|--|-----------|----------------------------------|------------|--------------|---------------------------|
| 5226 | Operating hand tools (e.g., spades, axes, slashers, winches, shovels, machetes, water blasters) | Flying debris, poorly maintained equipment, incorrect use of tool or technique or carrying | Lacerations, cuts, bruises, strains, sprains | С | 2 | М | Well maintained tools PPE as per ACOP and Pan Pac Operations Manual STOP (Stop, Think, Reorganise, proceed only if safe to do so otherwise contact your manager) Correct techniques Correct tool for the task Maintain safe working distance (2-3m) from tool operator | All times All times All times All times All times | Workers Workers Workers Workers | Х | A, PPE | D | 2 | L |
| 5227 | Operations – working alone/remote | Working alone/remote and suffering injury, etc. | Serious injuries, ill health with delayed or no response. Unsavoury interpersonal or physical interactions | D | 4 | M | Pan Pac working alone policy Two forms of communication Current first aid certificates Carry EPIRB / In Reach GPS installed in vehicles monitored | All times All times PP Managers All times All times All times | Pan Pac Workers & Contractors Management | Х | A | D | 4 | M |
| 5228 | Fences - general | Electric fences, Barb wire fences | Electric shock, lacerations, infections | С | 1 | L | Situational awareness Access land through appropriate gate/entrance | All times | Workers | Х | А | С | 1 | L |
| 6319 | Handling chemicals or poisons (poisons, paints) | Exposure to skin, inhaling, allergic reaction, ingesting | Fatality, serious injury illness | В | 4 | Н | Spray downwind Aim and hold away from body SDS must be available and consulted Appropriate PPE worn Substitute for a less toxic product Carry first aid kit Notify relevant neighbouring properties of operation and provide information on the hazard | All times | Pan Pac/ Contractor workers | х | S,A, PPE | D | 4 | М |
| 6387 | UAV (drone) use | Operational air spaces associated with using UAVs in airplane flight paths, the forests, over water or roads and including sun strike; bird contact; communication with craft; crashing craft, contact with powerlines, musculoskeletal injuries, operator distraction. | Serious injury, property damage, strains and sprains. | С | 3 | Н | Controls listed in the UAV risk register (FOR-REG-HS09) for individual hazards identified. Refer to this document. | During operations | Operator | х | I, A | D | 3 | M |



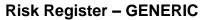


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|--------------|--------------------------------------|--|---|------------|--------------|---------------------------|--|---|---|-----------|----------------------------------|------------|--------------|---------------------------|
| 6385 | Maintenance – P&E | Pressurised liquids and air, potential and stored energy, falling from height, slippery surfaces, remote areas, other operations, the weather. | Fatality, cut, crush, foreign body, burns, sprain and strain injuries, fire, property damage and environmental damage. | А | 5 | E | Pre-start risk assessment, follow company policy and any applicable permit to work process. Qualified and competent for the task or under appropriate supervision. Wear the appropriate PPE for the task. Have easy access to 1st Aid Kit and firefighting equipment. Maintenance as per manufactures specifications. Use safe zones, lockouts, and guards. Follow all warning signage. | All times | All persons | X | I, E, A, PPE | D | 4 | М |
| 6422 | Working at Heights – General | People, tools or equipment falling from height or contacting aerial services (electricity, phone lines, microwave dishes) | Fatality, concussion, broken bones, laceration, bruising, foreign body injuries, burns, electrical shock, property damage from falling objects. | В | 5 | E | Onsite Hazard Identification, Risk Assessment, and tailgate meetings. Follow Pan Pac procedure for working at height (PPP-PRO-S34) if at Mill site. Prevent falling objects (use tool belt, holster, harness and/or lanyard). Approved, experienced and competent operators or operators under training and appropriate supervision. Minimum PPE worn (hard hat, safety boots, high vis clothing) and task specific PPE (hearing and eye protection, gloves, safety harness). First aid supplies and trained first aiders available. Well maintained fire-fighting equipment. Lockout procedures implemented where required. Establish communication mechanisms. Establish exclusion zones around work area including clear of overhead hazards. Inspect MEWP or other height access equipment for defects before use. Use MEWP over ladders. Ladders must be specific to the task and meet AS/NZS 1892.1 Understand equipment lifting capacity (SWL) and do not exceed. Current certified lifting equipment. In use of ladders, buddy 'footing' the stiles where stiles contact the ground; and another person (spotter) on site. | Daily All times | All persons All persons All persons Contractor All persons Contractor | х | A, E, I, PPE | D | 3 | M |



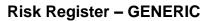


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|---------------|-----------------------------------|--|--|------------|--------------|---------------------------|---|---|---|-----------|----------------------------------|------------|--------------|---------------------------|
| 6433 (new) | Working at Heights - Machinery | Fall from height Struck from height | Bruising Concussion Factures Permanent disablement | В | 5 | E | Reference AS 5363 Onsite Hazard Identification, Risk Assessment, and tailgate meetings. Establish communication mechanisms Minimum PPE requirements – hard hat, safety boots and high visibility clothing Approved experienced and competent operators or operators under training and appropriate supervision Safe access to mobile plant with hand holds to maintain 3 points of contact. 1.5-3m recommended engineered solution. Over 3m must have engineered solution. Safe work platform with edge protection (includes kick plate) as per AS/NZS Access over a work platform – never exceed the lower platform boundaries during movement Regular survey of safety items to be undertaken using HS15 Annual Machine Safety Assessment Machinery isolations to be used where provided Maintain and operate plant as per the Manufacturers operating procedure Exclusion zone established around work area Harness, rope, lanyards etc. equipment inspections to be completed | Before and during access as required. Annual surveys | Pan Pac/ Contractor Workers Maintainers | X | A, E, I, PPE | D | 3 | ₹ |





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|---------------|--|---|--|------------|--------------|------------------------|---|--|---|-----------|----------------------------------|------------|--------------|---------------------------|
| 6398 | Tree felling – manual Applies to both Harvesting and Forestry (TTW) operations | Person being struck by a tree, broken tops, sailors, hit when releasing a tree still connected to stump, butt rebound, kickback, chainsaw operations flying debris, noise, fumes, foreign body, other persons, roads in the vicinity, working around bluffs, fires, near trail lines. | Fatality, crushing or puncture injuries, amputations, cuts, lacerations, eye injuries, noise induced hearing loss, strains/sprains, burns. | A | 5 | E | powder) | Pan Pac/ Contractor Contractor Faller Contractor Contractor Contractor Faller Contractor Faller Contractor All persons Faller Faller Contractor/ Faller Contractor/ Faller Contractor/ Contractor/ Faller Contractor/ Faller Contractor/ Faller Contractor/ Faller Contractor/ Faller Contractor/ Faller | All times | x | Eng, A, PPE | D | 5 | М |
| 6429 (new) | Operations. Moving crew support & storage containers using lifting devices and equipment | Falling container | Struck/Crushed By – Bruise, cuts, fractures, permanent disablement Property damage | В | 4 | Н | Use only engineered and certified lifting devices and equipment Maintenance programmes in place and managed Pre-start inpections Segregation zone, all persons to stand clear PPE as per ACOP Operators trained in the use and slinging of the lift equipment | Contractor | All times | x | Eng, A | Е | 4 | L |
| 6435 (new) | All Operations Chemical movement, transportation, storage, filling and decanting | Spill | Environmental harm through soil contamination | В | 3 | Н | | Pan Pac/ Contractor | All times | X | Eng, A | D | 3 | М |





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|---------------|---|--|---|------------|--------------|---------------------------|--|---|---|-----------|----------------------------------|------------|--------------|---------------------------|
| 6436 (new) | Harvesting & Thinning Operations – manual or machine Weather related | Environmental Impact; Unplanned tree fall. Impacting sensitive sites such as archaeological, waterway, roading damage | Consent breech Blocked waterways Loss of social license | В | 3 | Н | Forest planning Iwi participation and consultation GIS Maps identifies known items Survey & Job instructions (S123) Forestry training | Pan Pac Pan Pac Pan Pac Pan Pac Pan Pac/ Contractor Pan Pac/ Contractor | All times | X | A | D | 3 | M |
| 6437 (new) | Harvesting & Thinning Operations – manual or machine Weather related | Environmental Impact; Unplanned slash pile movement. Impacting waterway, land, neighbours | Consent breech Blocked waterways Loss of social license | В | 4 | Н | Forest planning Forestry practises - waste planning (stabilising or removal) including engineered benches Job planning at harvesting skid | Pan Pac Pan Pac/ Contractor Pan Pac/ Contractor | All times | х | A | D | 4 | M |
| 6438 (new) | All tasks and areas - In person - Via radio - Via other technology | Interpersonal Interactions - Bullying - Harassment | Short or long term impact mental health Medical treatment Time off Resignation Hospitalisation | С | 3 | Н | Training and awareness programmes Well-being Programme & Co-ordinator Workplace Culture and Policies Workplace HS&E committees with HSRs Workplace support programmes & peer support | At all times | Pan Pac Pan Pac Pan Pac/ Contractors Pan Pac/ Contractors Pan Pac | Х | A | D | 3 | M |